

DDI -- All By Phone

STATINTL

OBGL

has package with completed Steps 1 and 2. Career Board is preparing narrative report to DD. Only problem <sup>they</sup> identified was the tight promotional situation at the GS-12 and GS-13 levels. In future years, ~~STATINTL~~ feels ~~was~~ updating is all that is necessary. For them this means Career Board consideration.

NPIC -- Steps 1 and 2 completed.

- ✓ .. Each Career Panel within NPIC participated in the promotability exercise.
- ✓ .. Threw out 1970 Seps. Their gains and losses will offset one another.
- ✓ .. They considered it as a planning program rather than a statistical exercise.
- ✓ .. Step 3 -- Narrative <sup>Exptial 001</sup> has been submitted. As result of this program, they identified problem areas (Imagery Analysis and Imagery Services) for further study.
- ✓ .. They will have to do further planning to insure enough qualified replacements for the late 70's.

OCI -- Step 3 -- Narrative being reviewed by Office Chief now. Will be forwarded to DD this week (31 May). Not much change in Step 4 Career Development Program. (Every 18 months questionnaire sent to each employee asking if he is satisfied with job; "Memorandum of Assignment" and "Supervisor's Status Report" accompany.) Worth-while exercise -- a bit tedious. (1970 Seps were high; they went back ten years and found much lower average, which they think will

hold. One of the best things was Clint's personal visit, which helped clarify things (statistical assembly). Instructions a little ambiguous. Clearer instructions next year.

✓ OSR -- Most work done in Admin Staff. Both Director (OSR) and DD were involved -- Career Board to lesser extent. Overall an in-depth study.

✓ -- Comments: Thought five year study was sufficient, but did thoroughly for all 10 years.

✓ -- Discoveries -- All who participated thought they gained insights. Have developed rather informally a plan 1 and a plan 2. Good exercise.

STATINTL [REDACTED] recommends: Work Form 4 does not show cumulative shortages for successive years.. They suggest another Step (i.e., Work Form 5), something like CSGA, to see how shortages and averages might cumulate. They did this anyhow. Some of their people felt at first this might be a numbers exercise for OP/PS. Changed their minds. Would like us (in Pers) to sit down with a larger group in each office and explain or assist them with their thinking-planning.

*[Handwritten signature]*